

Note to users: The NCS (National Compensation Survey) is a BLS establishment survey of employee salaries, wages, and benefits. The survey is designed to produce data at local levels, within broad regions, and nationwide. The NCS will replace 3 existing BLS surveys: Employment Cost Index (ECI), Occupational Compensation Survey Program (OCSP), and Employee Benefits Survey (EBS).

The chief reasons for developing the NCS are: 1) Expand existing compensation programs by covering more occupations, by publishing more local data, and by representing all workers; 2) Eliminate duplicate data collection and processing requirements; 3) Reduce respondent burden; 4) Develop more efficient and streamlined collection and processing techniques; 5) Improve the quality of published data; 6) Produce a variety of local and national data; and 7) Address budget constraints.

The Bureau of Labor Statistics' Office of Compensation Levels and Trends (OCLT) is redesigning its compensation statistics to reflect the workplace of the 21st century. This initiative is named the National Compensation Survey (NCS); formerly, it was called COMP2000. Under the COMP2000 banner, BLS conducted six test surveys using new concepts and procedures for selecting occupations and determining the level of duties and responsibilities of those occupations.

The NCS will cover civilian workers in private industry establishments and State and local governments. It excludes private households, the Federal government, and agriculture. BLS began collecting the wage portion of the NCS starting in the fall of 1996 at which time the OCSP survey was discontinued.

Ready Facts Catalog for the Norfolk-Virginia Beach-Newport News, VA-NC, MSA:

	Data tables from NCS Bulletins	
	1-1. through 3-2. Mean hourly earnings or weekly earnings and hours by selected worker, industry, and occupational characteristics (previously Table A1-A4)	
	4-1. through 4-3. Mean hourly earnings by selected occupations and levels (previously Table B1-B2)	
	5-1. through 5-3. Mean hourly earnings by selected characteristic (previously Table C1-C3)	
	6-1. through 6-5. Hourly wage percentiles by selected occupations	
	Norfolk-Virginia Beach-Newport News, VA-NC, MS (July 2003)	
9775	Tables 1-1 through 3-2	10
9776	Tables 4-1 through 4-3	10
9777	Tables 5-1 through 5-3	3
9779	Tables 6-1 through 6-5	9
9778	Appendix A (Technical Note)	5
9887	Appendix B (Occupational Classification)	8
9888	Appendix C & D (Generic Leveling Criteria) & (Evaluating Your Firm's Jobs)	8
9889	NCS Regional area definitions	1

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2003**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$16.41	3.7	\$15.53	5.1	\$19.08	1.8
All excluding sales	16.62	3.8	15.72	5.4	19.15	1.6
White collar	19.92	4.3	18.85	6.5	22.55	1.8
1	8.35	3.7	8.35	3.7	—	—
2	8.55	4.5	8.31	4.8	10.62	1.3
3	11.42	4.1	11.38	5.2	11.54	4.5
4	14.01	11.0	14.10	12.4	13.41	3.0
5	15.90	9.3	16.98	11.7	12.96	2.7
6	17.26	5.9	17.87	8.8	16.23	4.2
7	19.29	3.3	19.08	4.7	19.75	2.9
8	22.86	3.9	20.56	4.6	24.72	6.7
9	26.75	1.9	25.46	3.2	27.92	.9
10	31.51	5.8	30.29	6.8	34.05	6.3
11	32.99	3.1	33.90	5.2	32.14	3.7
12	45.18	4.7	45.33	4.7	—	—
Not able to be leveled	18.47	3.9	18.24	4.0	—	—
White collar excluding sales	21.00	4.3	20.13	6.9	22.77	1.4
1	8.32	4.0	8.32	4.0	—	—
2	9.32	2.3	9.09	2.5	10.62	1.3
3	11.79	2.7	11.89	3.4	11.54	4.5
4	15.17	13.1	15.55	15.0	13.43	3.3
5	13.77	2.2	14.00	3.2	13.21	3.1
6	16.46	4.3	16.80	8.7	16.23	4.2
7	19.07	3.5	18.72	5.4	19.75	2.9
8	22.86	3.9	20.56	4.6	24.72	6.7
9	26.75	1.9	25.46	3.2	27.92	.9
10	31.51	5.8	30.29	6.8	34.05	6.3
11	32.89	3.2	33.90	5.2	31.91	3.7
12	45.18	4.7	45.33	4.7	—	—
Not able to be leveled	18.52	3.9	18.24	4.0	—	—
Professional specialty and technical	24.47	2.7	22.43	4.9	26.81	2.1
Professional specialty	26.28	2.5	25.20	5.5	27.04	1.9
5	—	—	—	—	12.37	10.7
6	16.39	4.4	—	—	—	—
7	20.42	2.5	19.35	4.6	20.90	2.9
8	23.85	4.6	20.35	4.8	26.51	6.7
9	26.88	2.3	23.85	5.1	28.01	1.1
10	31.89	5.5	—	—	34.05	6.3
11	31.17	4.4	—	—	30.12	4.4
Not able to be leveled	24.74	7.3	24.75	7.6	—	—
Engineers, architects, and surveyors	—	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	22.47	4.3	21.76	3.5	27.41	18.3
7	18.93	4.9	19.20	4.8	—	—
8	19.63	4.1	19.56	4.8	—	—
9	23.19	1.4	23.13	1.0	—	—
Physicians	30.12	33.8	—	—	—	—
Registered nurses	20.29	5.3	20.22	5.9	20.78	3.4
7	19.46	6.1	19.46	6.1	—	—
8	21.25	1.1	21.58	.9	—	—
9	22.91	2.2	22.78	2.1	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	28.62	2.4	23.87	12.0	28.91	2.2
9	28.63	.3	—	—	28.53	.1
Elementary school teachers	29.09	.4	—	—	29.04	.4
9	28.41	.4	—	—	28.33	.3
Secondary school teachers	29.15	.5	—	—	29.04	.3
9	28.39	.6	—	—	28.21	.1
Librarians, archivists, and curators	28.61	3.6	—	—	—	—
Librarians	28.61	3.6	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	20.19	7.5	—	—	19.12	8.2

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Professional specialty and technical —Continued						
Professional specialty —Continued						
Social, recreation, and religious workers —Continued						
8	\$17.95	4.0	—	—	\$17.95	4.0
Social workers	20.19	7.5	—	—	19.12	8.2
8	17.95	4.0	—	—	17.95	4.0
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	18.21	6.1	\$18.22	6.4	—	—
4	14.43	4.0	14.43	4.0	—	—
5	14.68	2.1	14.68	2.1	—	—
6	16.63	5.4	—	—	—	—
7	18.75	7.6	19.18	7.5	—	—
Clinical laboratory technologists and technicians	12.90	8.5	12.90	8.5	—	—
Licensed practical nurses	14.26	2.3	14.32	2.5	—	—
Electrical and electronic technicians	19.72	6.9	19.72	6.9	—	—
Executive, administrative, and managerial	30.31	9.1	31.62	10.2	25.87	9.2
6	20.47	1.9	—	—	—	—
7	14.70	11.6	—	—	—	—
8	20.59	7.5	—	—	19.75	9.0
9	27.16	4.4	27.40	5.0	—	—
11	33.34	4.1	33.79	5.6	32.76	6.5
Executives, administrators, and managers	34.01	9.0	34.42	10.6	32.05	5.9
9	29.83	4.6	—	—	—	—
11	33.68	4.7	34.77	6.4	32.76	6.5
Administrators and officials, public administration	34.85	10.4	—	—	34.85	10.4
Managers and administrators, n.e.c.	36.96	10.7	37.00	10.8	—	—
Management related	22.18	5.6	23.88	6.4	18.91	1.1
8	19.69	5.8	—	—	—	—
Accountants and auditors	21.31	4.8	21.67	7.0	—	—
Sales	13.76	7.9	13.68	8.5	—	—
2	6.66	6.4	6.66	6.4	—	—
4	11.79	7.5	11.75	7.8	—	—
Cashiers	8.08	9.6	7.66	11.2	—	—
2	6.52	7.5	6.52	7.5	—	—
Administrative support, including clerical	13.32	6.9	13.45	8.8	12.91	1.9
1	8.32	4.0	8.32	4.0	—	—
2	9.24	2.4	8.98	2.5	10.62	1.3
3	11.86	2.9	11.99	3.8	11.54	4.5
4	15.27	14.7	15.73	17.1	13.43	3.3
5	13.40	2.9	13.49	4.6	13.28	3.3
6	14.38	5.6	—	—	—	—
7	19.32	6.0	20.05	6.5	—	—
Not able to be leveled	12.36	5.2	12.36	5.2	—	—
Secretaries	14.02	4.4	13.44	9.1	14.49	5.0
4	14.71	7.2	12.91	5.2	—	—
Receptionists	10.18	6.9	10.28	7.2	—	—
Order clerks	17.40	22.7	17.40	22.7	—	—
Library clerks	9.49	2.5	—	—	9.49	2.5
Bookkeepers, accounting and auditing clerks	12.00	4.0	11.51	4.1	—	—
4	12.56	6.5	—	—	—	—
General office clerks	12.39	8.0	12.52	10.5	12.02	4.7
3	11.19	5.2	11.32	6.3	—	—
4	15.04	13.8	—	—	—	—
Teachers' aides	11.33	.4	—	—	11.33	.4
Administrative support, n.e.c.	12.23	5.7	—	—	12.30	4.2

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar	\$14.55	4.3	\$14.68	4.9	\$13.68	3.4
1	7.44	6.4	7.37	6.4	—	—
2	9.25	10.2	9.26	10.7	—	—
3	14.10	5.1	14.77	5.9	10.42	3.8
4	13.82	6.6	14.64	8.7	11.59	3.5
5	14.86	3.5	15.37	3.4	12.49	2.6
6	17.36	4.2	18.20	3.0	14.39	1.3
7	18.93	3.1	19.09	3.5	17.96	1.1
8	19.31	7.0	18.83	7.2	—	—
Precision production, craft, and repair	18.32	2.6	18.55	2.9	17.01	6.3
3	12.47	6.1	12.51	6.2	—	—
4	12.67	3.1	—	—	—	—
5	14.92	3.6	15.52	2.4	—	—
6	17.04	2.1	17.30	2.2	—	—
7	18.57	2.9	18.68	3.3	18.00	1.4
8	19.28	6.9	18.79	7.1	—	—
Industrial machinery repairers	20.71	9.1	20.71	9.1	—	—
Mechanics and repairers, n.e.c.	15.55	6.6	—	—	—	—
Electricians	21.06	6.4	—	—	—	—
Plumbers, pipefitters and steamfitters	18.69	12.6	18.74	12.8	—	—
7	18.97	13.9	—	—	—	—
Supervisors, production						
7	19.47	5.9	—	—	—	—
Machine operators, assemblers, and inspectors	14.51	12.0	14.72	12.6	—	—
2	7.99	6.5	7.99	6.5	—	—
3	19.72	11.3	19.72	11.3	—	—
4	15.48	12.6	16.11	12.2	—	—
5	15.77	5.1	15.77	5.1	—	—
6	18.11	8.2	18.11	8.2	—	—
7	23.99	17.6	23.99	17.6	—	—
Miscellaneous machine operators, n.e.c.	13.03	14.5	13.52	16.8	—	—
4	11.77	5.8	12.45	8.1	—	—
Assemblers	20.51	7.1	20.51	7.1	—	—
Production inspectors, checkers and examiners ..	13.34	27.8	13.34	27.8	—	—
Transportation and material moving	13.28	4.6	14.05	5.9	11.37	3.3
2	9.73	2.9	—	—	—	—
3	11.09	6.4	12.41	8.8	—	—
4	12.85	8.4	—	—	11.69	5.2
5	12.77	3.0	13.28	2.6	—	—
6	18.64	5.4	—	—	—	—
Truck drivers	13.85	10.7	15.23	12.2	—	—
Bus drivers	11.74	.9	—	—	11.71	.9
Industrial truck and tractor equipment operators ..	14.07	10.7	14.07	10.7	—	—
Miscellaneous material moving equipment operators, n.e.c.	12.76	7.4	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	9.19	6.0	8.92	6.3	11.62	8.8
1	7.06	6.5	7.05	6.5	—	—
2	10.18	8.6	10.36	8.9	—	—
3	10.14	4.5	9.91	5.5	—	—
4	11.42	3.2	11.25	3.4	—	—
Construction laborers	9.56	7.5	—	—	—	—
Stock handlers and baggers	7.87	8.2	7.87	8.2	—	—
1	5.64	2.0	5.64	2.0	—	—
Machine feeders and offbearers	9.46	22.6	9.46	22.6	—	—
Freight, stock, and material handlers, n.e.c.	12.16	9.8	12.16	9.8	—	—
Hand packers and packagers	8.53	10.5	8.53	10.5	—	—
Laborers, except construction, n.e.c.						
2	8.92	7.8	8.92	7.8	—	—

See footnotes at end of table.

Table 4-1. **Selected occupations¹ and levels,² all workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2003 — Continued**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service	\$9.69	4.3	\$7.43	3.0	\$14.29	3.7
1	7.04	2.2	6.76	2.1	8.98	3.4
2	7.08	8.2	7.00	8.8	9.67	6.8
3	8.25	5.1	7.95	4.4	9.48	5.4
4	10.98	6.8	9.25	7.3	12.15	6.1
5	13.63	1.4	12.28	16.8	13.86	1.6
6	13.85	2.1	—	—	13.85	2.1
7	15.50	4.8	—	—	15.50	4.8
8	20.35	6.4	—	—	20.35	6.4
Protective service	13.49	14.2	—	—	16.46	3.1
4	14.57	2.6	—	—	—	—
5	13.94	2.0	—	—	13.94	2.0
6	13.77	2.4	—	—	13.77	2.4
7	15.50	4.8	—	—	15.50	4.8
Firefighting	13.60	.4	—	—	13.60	.4
5	13.30	.8	—	—	13.30	.8
Police and detectives, public service	17.28	3.0	—	—	17.28	3.0
Correctional institution officers	13.60	2.3	—	—	13.60	2.3
Food service	6.38	4.3	6.17	4.2	10.45	.9
1	6.24	7.3	6.03	7.8	—	—
2	5.46	18.4	5.40	19.4	—	—
3	8.22	6.8	8.22	6.8	—	—
Waiters, waitresses, and bartenders	4.29	10.7	4.29	10.7	—	—
1	5.46	21.6	5.46	21.6	—	—
Waiters and waitresses	3.80	18.4	3.80	18.4	—	—
Other food service	8.03	4.5	7.79	4.7	10.45	.9
1	6.77	4.4	6.48	3.0	—	—
2	8.45	7.8	8.39	8.4	—	—
3	8.52	4.2	8.52	4.2	—	—
Cooks	8.39	4.0	8.36	4.0	—	—
Kitchen workers, food preparation	8.24	7.0	8.24	7.0	—	—
3	8.10	8.6	8.10	8.6	—	—
Food preparation, n.e.c.	7.17	5.7	6.80	6.6	—	—
1	6.78	5.8	6.33	3.6	—	—
Health service	9.20	2.5	9.05	1.8	9.58	6.9
2	8.69	2.0	8.69	2.0	—	—
3	9.07	5.0	9.38	1.5	—	—
4	10.12	4.1	—	—	—	—
Health aides, except nursing	10.05	3.8	—	—	—	—
Nursing aides, orderlies and attendants	8.97	2.2	8.93	1.7	9.12	8.8
2	8.71	2.1	8.71	2.1	—	—
3	9.02	5.3	—	—	—	—
Cleaning and building service	9.73	7.2	9.27	9.1	10.81	9.8
1	7.99	4.5	7.69	4.2	—	—
3	9.94	4.6	—	—	9.94	4.6
Janitors and cleaners	9.16	6.9	8.98	10.5	9.56	1.0
1	8.04	4.7	7.73	4.5	—	—
3	9.94	4.6	—	—	9.94	4.6
Personal service	8.18	7.1	7.58	8.6	9.90	3.4

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

² Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendixes C and D for more information.

³ All workers include full-time and part-time workers.

⁴ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and

hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

⁵ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2003**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$17.64	3.4	\$16.92	4.8	\$19.59	1.4
All excluding sales	17.74	3.6	16.98	5.2	19.67	1.1
White collar	20.79	4.1	19.95	6.4	22.62	1.8
1	8.59	2.8	8.59	2.8	—	—
2	9.37	3.1	9.08	3.5	10.62	1.3
3	11.79	2.8	11.81	3.7	11.74	3.2
4	14.47	10.9	14.64	12.3	13.41	3.0
5	16.01	9.4	17.16	11.7	12.96	2.7
6	17.34	6.1	18.03	9.2	16.23	4.2
7	19.24	3.5	18.98	5.1	19.75	2.9
8	22.88	4.1	20.40	5.2	24.72	6.7
9	26.82	2.0	25.53	3.3	27.95	.8
10	31.51	5.8	30.29	6.8	34.05	6.3
11	32.99	3.1	33.90	5.2	32.14	3.7
12	45.18	4.7	45.33	4.7	—	—
Not able to be leveled	19.16	7.7	18.94	8.0	—	—
White collar excluding sales	21.41	4.4	20.65	7.1	22.84	1.3
2	9.41	3.2	9.11	3.6	10.62	1.3
3	11.78	2.3	11.80	3.0	11.74	3.2
4	15.29	13.2	15.71	15.1	13.43	3.3
5	13.86	2.2	14.14	3.3	13.21	3.1
6	16.54	4.6	17.09	10.0	16.23	4.2
7	19.00	3.7	18.59	5.9	19.75	2.9
8	22.88	4.1	20.40	5.2	24.72	6.7
9	26.82	2.0	25.53	3.3	27.95	.8
10	31.51	5.8	30.29	6.8	34.05	6.3
11	32.89	3.2	33.90	5.2	31.91	3.7
12	45.18	4.7	45.33	4.7	—	—
Not able to be leveled	19.22	7.8	18.94	8.0	—	—
Professional specialty and technical	24.70	2.7	22.70	5.1	26.82	2.1
Professional specialty	26.54	2.6	25.73	6.0	27.05	1.9
5	—	—	—	—	12.37	10.7
6	16.39	4.4	—	—	—	—
7	20.42	2.9	18.63	8.6	20.90	2.9
8	23.92	4.8	20.08	5.4	26.51	6.7
9	26.98	2.4	23.90	5.6	28.05	1.0
10	31.89	5.5	—	—	34.05	6.3
11	31.17	4.4	—	—	30.12	4.4
Not able to be leveled	24.98	7.3	25.04	7.5	—	—
Engineers, architects, and surveyors	—	—	—	—	—	—
Mathematical and computer scientists	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—
Health related	22.54	5.1	21.68	4.1	27.41	18.3
7	17.94	10.4	—	—	—	—
8	19.21	4.1	19.05	4.9	—	—
9	23.10	1.8	—	—	—	—
Registered nurses	19.81	6.6	19.63	7.6	20.78	3.4
8	21.02	1.2	21.36	1.1	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	28.71	2.3	24.39	13.9	28.91	2.2
9	28.63	.3	—	—	28.53	.1
Elementary school teachers	29.09	.4	—	—	29.04	.4
9	28.41	.4	—	—	28.33	.3
Secondary school teachers	29.15	.5	—	—	29.04	.3
9	28.39	.6	—	—	28.21	.1
Librarians, archivists, and curators	28.61	3.6	—	—	—	—
Librarians	28.61	3.6	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	20.19	7.5	—	—	19.12	8.2
8	17.95	4.0	—	—	17.95	4.0
Social workers	20.19	7.5	—	—	19.12	8.2
8	17.95	4.0	—	—	17.95	4.0
Lawyers and judges	—	—	—	—	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2003** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
White collar —Continued						
Professional specialty and technical —Continued						
Professional specialty —Continued						
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	\$18.41	6.1	\$18.44	6.4	—	—
4	14.43	4.0	14.43	4.0	—	—
5	14.68	2.1	14.68	2.1	—	—
7	18.75	7.6	19.18	7.5	—	—
Clinical laboratory technologists and technicians	13.20	8.4	13.20	8.4	—	—
Licensed practical nurses	14.15	1.9	—	—	—	—
Electrical and electronic technicians	19.72	6.9	19.72	6.9	—	—
Executive, administrative, and managerial	30.36	9.1	31.68	10.2	\$25.87	9.2
6	20.47	1.9	—	—	—	—
7	14.70	11.6	—	—	—	—
8	20.59	7.5	—	—	19.75	9.0
9	27.16	4.4	27.40	5.0	—	—
11	33.34	4.1	33.79	5.6	32.76	6.5
Not able to be leveled	24.38	10.3	24.38	10.3	—	—
Executives, administrators, and managers	34.01	9.0	34.42	10.6	32.06	5.9
9	29.83	4.6	—	—	—	—
11	33.68	4.7	34.77	6.4	32.76	6.5
Administrators and officials, public administration	34.85	10.4	—	—	34.85	10.4
Managers and administrators, n.e.c.	36.96	10.7	37.00	10.8	—	—
Management related	22.20	5.6	23.95	6.4	18.91	1.1
8	19.69	5.8	—	—	—	—
Accountants and auditors	21.33	5.2	21.74	7.9	—	—
Sales	16.09	6.8	16.18	7.2	—	—
4	12.51	6.6	12.48	7.0	—	—
Administrative support, including clerical	13.65	7.0	13.86	9.0	12.98	2.1
2	9.35	3.4	8.99	3.8	10.62	1.3
3	11.85	2.5	11.89	3.4	11.74	3.2
4	15.41	14.8	15.93	17.2	13.43	3.3
5	13.38	2.9	13.45	4.7	13.28	3.3
6	14.38	5.6	—	—	—	—
7	19.32	6.0	20.05	6.5	—	—
Not able to be leveled	13.06	5.6	13.06	5.6	—	—
Secretaries	14.23	4.4	13.87	9.2	14.49	5.0
4	15.00	6.5	—	—	—	—
Receptionists	10.44	7.4	—	—	—	—
Bookkeepers, accounting and auditing clerks	12.00	4.0	11.51	4.1	—	—
4	12.56	6.5	—	—	—	—
General office clerks	12.48	8.0	12.64	10.4	12.02	4.7
3	11.23	5.5	11.38	6.8	—	—
4	15.04	13.8	—	—	—	—
Teachers' aides	11.33	.4	—	—	11.33	.4
Administrative support, n.e.c.	12.26	5.9	—	—	12.30	4.2
Blue collar	15.22	4.6	15.35	5.3	14.35	3.5
1	8.31	7.5	8.25	7.8	—	—
2	9.35	11.7	9.33	11.7	—	—
3	14.98	5.7	15.29	6.4	11.09	.7
4	13.76	6.2	14.54	8.2	11.56	3.7
5	14.93	3.5	15.37	3.4	12.68	3.3
6	17.36	4.2	18.20	3.0	14.39	1.3
7	18.93	3.1	19.09	3.5	17.96	1.1
8	19.31	7.0	18.83	7.2	—	—
Precision production, craft, and repair	18.32	2.6	18.55	2.9	17.01	6.3
3	12.47	6.1	12.51	6.2	—	—

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2003** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Blue collar —Continued						
Precision production, craft, and repair —Continued						
4	\$12.67	3.1	—	—	—	—
5	14.92	3.6	\$15.52	2.4	—	—
6	17.04	2.1	17.30	2.2	—	—
7	18.57	2.9	18.68	3.3	\$18.00	1.4
8	19.28	6.9	18.79	7.1	—	—
Industrial machinery repairers	20.71	9.1	20.71	9.1	—	—
Mechanics and repairers, n.e.c.	15.55	6.6	—	—	—	—
Electricians	21.06	6.4	—	—	—	—
Plumbers, pipefitters and steamfitters	18.69	12.6	18.74	12.8	—	—
7	18.97	13.9	—	—	—	—
Supervisors, production						
7	19.47	5.9	—	—	—	—
Machine operators, assemblers, and inspectors	14.47	11.8	14.68	12.4	—	—
2	7.99	6.5	7.99	6.5	—	—
3	19.72	11.3	19.72	11.3	—	—
4	15.34	12.2	15.97	11.9	—	—
5	15.77	5.1	15.77	5.1	—	—
6	18.11	8.2	18.11	8.2	—	—
7	23.99	17.6	23.99	17.6	—	—
Miscellaneous machine operators, n.e.c.	13.03	14.5	13.52	16.8	—	—
4	11.77	5.8	12.45	8.1	—	—
Assemblers	20.51	7.1	20.51	7.1	—	—
Production inspectors, checkers and examiners ..	13.34	27.8	13.34	27.8	—	—
Transportation and material moving	13.73	5.3	14.24	6.2	11.89	5.2
3	13.02	11.1	—	—	—	—
4	12.91	9.0	—	—	—	—
5	12.96	3.3	13.28	2.6	—	—
6	18.64	5.4	—	—	—	—
Truck drivers	14.51	12.5	15.46	12.6	—	—
Industrial truck and tractor equipment operators ..	14.07	10.7	14.07	10.7	—	—
Miscellaneous material moving equipment operators, n.e.c.	12.76	7.4	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	10.22	5.3	9.92	5.5	12.59	5.9
1	7.91	8.9	7.90	9.0	—	—
2	10.91	8.8	10.91	8.9	—	—
3	10.45	4.7	10.25	5.9	—	—
4	11.42	3.2	11.25	3.4	—	—
Construction laborers	9.56	7.5	—	—	—	—
Stock handlers and baggers	10.61	7.5	10.61	7.5	—	—
Machine feeders and offbearers	9.46	22.6	9.46	22.6	—	—
Freight, stock, and material handlers, n.e.c.	12.48	11.0	12.48	11.0	—	—
Laborers, except construction, n.e.c.	9.45	4.8	9.48	5.3	—	—
2	8.92	7.8	8.92	7.8	—	—
Service	11.12	6.7	7.98	7.2	14.85	4.4
1	8.38	5.5	8.05	6.9	—	—
2	7.09	13.8	6.97	14.5	—	—
3	8.67	6.8	—	—	10.03	2.6
4	11.06	7.1	9.25	7.3	12.37	6.5
5	13.63	1.4	12.28	16.8	13.86	1.6
6	13.85	2.1	—	—	13.85	2.1
7	15.50	4.8	—	—	15.50	4.8
8	20.35	6.4	—	—	20.35	6.4
Protective service	14.47	11.4	—	—	16.49	3.2
4	14.57	2.6	—	—	—	—
5	13.94	2.0	—	—	13.94	2.0
6	13.77	2.4	—	—	13.77	2.4

See footnotes at end of table.

Table 4-2. **Selected occupations¹ and levels,² full-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2003** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service —Continued						
Protective service—Continued						
7	\$15.50	4.8	—	—	\$15.50	4.8
Firefighting	13.60	.4	—	—	13.60	.4
5	13.30	.8	—	—	13.30	.8
Police and detectives, public service	17.28	3.0	—	—	17.28	3.0
Correctional institution officers	13.60	2.3	—	—	13.60	2.3
Food service	6.49	8.5	\$6.16	7.0	—	—
Other food service	9.53	4.0	9.17	2.1	—	—
Cooks	9.04	2.9	—	—	—	—
Health service	9.64	3.2	9.30	3.3	—	—
3	9.82	1.0	—	—	—	—
Nursing aides, orderlies and attendants	9.39	3.2	9.12	2.8	—	—
Cleaning and building service	10.75	7.1	10.69	10.8	10.83	9.7
1	8.73	6.5	8.30	10.4	—	—
Janitors and cleaners	10.14	7.5	10.68	14.4	9.57	1.0
1	8.82	6.1	8.44	10.8	—	—
Personal service	8.17	7.2	7.92	8.9	—	—

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

² Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendixes C and D for more information.

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

⁴ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

⁵ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2003**

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All	\$8.30	5.5	\$8.20	6.0	\$9.35	3.3
All excluding sales	8.36	5.3	8.24	5.9	9.35	3.3
White collar	10.59	6.1	10.59	6.2	—	—
2	7.56	6.0	7.56	6.0	—	—
4	9.44	9.7	9.44	9.7	—	—
8	22.41	.2	22.41	.2	—	—
9	22.91	1.9	23.34	1.2	—	—
Not able to be leveled	13.11	25.2	13.10	25.2	—	—
White collar excluding sales	13.22	6.0	13.32	6.1	—	—
3	12.02	16.8	—	—	—	—
8	22.41	.2	22.41	.2	—	—
9	22.91	1.9	23.34	1.2	—	—
Not able to be leveled	13.11	25.2	13.10	25.2	—	—
Professional specialty and technical	19.25	4.7	19.26	4.8	—	—
Professional specialty	20.73	5.6	20.77	5.8	—	—
8	22.41	.2	22.41	.2	—	—
9	22.91	1.9	23.34	1.2	—	—
Health related	22.11	3.1	22.11	3.1	—	—
8	22.41	.2	22.41	.2	—	—
9	23.34	1.2	23.34	1.2	—	—
Registered nurses	21.94	2.8	21.94	2.8	—	—
8	22.41	.2	22.41	.2	—	—
9	23.34	1.2	23.34	1.2	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	—	—	—	—	—	—
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	—	—	—	—	—	—
Executive, administrative, and managerial	—	—	—	—	—	—
Executives, administrators, and managers	—	—	—	—	—	—
Management related	—	—	—	—	—	—
Sales	8.00	11.3	8.00	11.3	—	—
2	6.48	3.3	6.48	3.3	—	—
Cashiers	7.46	11.5	7.46	11.5	—	—
2	6.26	1.3	6.26	1.3	—	—
Administrative support, including clerical	9.43	5.3	9.47	5.5	—	—
3	12.02	16.8	—	—	—	—
Blue collar	7.71	9.2	7.12	9.5	9.81	4.7
1	6.03	3.7	6.02	3.7	—	—
2	8.41	6.2	—	—	—	—
3	9.52	5.7	8.93	11.8	—	—
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving	10.16	5.0	—	—	10.38	5.2
3	9.97	5.3	—	—	—	—
Bus drivers	11.16	2.1	—	—	11.06	2.4
Handlers, equipment cleaners, helpers, and laborers	6.80	6.9	6.70	6.9	—	—
1	6.03	3.7	6.02	3.7	—	—
2	8.36	6.0	—	—	—	—
Stock handlers and baggers	6.24	.3	6.24	.3	—	—
1	5.64	2.0	5.64	2.0	—	—
Service	6.95	5.8	6.79	6.5	8.59	6.6
1	6.49	2.1	6.36	1.2	—	—
2	7.06	21.9	7.05	22.1	—	—
3	7.62	5.0	7.37	4.3	—	—

See footnotes at end of table.

Table 4-3. **Selected occupations¹ and levels,² part-time workers:³ Mean hourly earnings,⁴ private industry and State and local government, National Compensation Survey, Norfolk-Virginia Beach-Newport News, VA-NC, July 2003** — Continued

Occupation and level	Total		Private industry		State and local government	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Service —Continued						
Protective service	—	—	—	—	—	—
Food service	\$6.30	8.2	\$6.17	8.5	—	—
1	6.01	7.1	5.75	6.7	—	—
2	6.34	40.6	6.34	40.6	—	—
3	7.29	4.1	7.29	4.1	—	—
Waiters, waitresses, and bartenders	5.25	23.0	5.25	23.0	—	—
Other food service	7.00	2.3	6.85	1.4	—	—
1	6.75	4.5	6.44	2.9	—	—
3	7.69	1.2	7.69	1.2	—	—
Kitchen workers, food preparation	7.04	2.1	7.04	2.1	—	—
Food preparation, n.e.c.	6.78	5.8	6.33	3.6	—	—
1	6.78	5.8	6.33	3.6	—	—
Health service	8.48	3.8	8.67	3.7	—	—
2	8.61	4.3	8.61	4.3	—	—
Nursing aides, orderlies and attendants	8.48	4.0	8.70	3.7	—	—
Cleaning and building service	—	—	—	—	—	—
Personal service	—	—	—	—	—	—

¹ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

² Each occupation for which data are collected in an establishment is evaluated based on 10 factors, including knowledge, complexity, work environment, etc. Points are assigned based on the occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendixes C and D for more information.

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

⁴ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

⁵ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.